

**STEVE GORDON  
CURRICULUM VITAE**

Resides in Fort Worth, Texas

LinkedIn Profile: [linkedin.com/in/steve-gordon-b018b44](https://www.linkedin.com/in/steve-gordon-b018b44)

**EDUCATION:**

**A.S., 1981**

Oklahoma State University. Computer Science.

Specialty focus: Systems Analysis. Dean's Honor Roll.

**PRIMARY AREAS OF EXPERTISE:**

Non-profit leadership, strategy, funding, and quality; business leadership as a consultant and serial entrepreneur; prisoner reentry success strategies in communities and in corrections; collaborative approaches to reducing recidivism; program design for difficult populations; technology innovation; systems analysis, design, development, testing, and implementation.

**RELEVANT PROFESSIONAL EXPERIENCE:**

2021 to Present – Co-Founder and Chairman of the Board of **Center For Jail Transformation** ([www.LoveYourJail.com](http://www.LoveYourJail.com)). C4JT is a Christian ministry serving as a non-profit consulting firm, focused on the small, rural jails of the USA. We help jails prepare people for successful reintegration upon release back into the community. We have a strong faith-based component, supported by evidence-based components. Our approach is data-driven, measurable, sustainable, and unique in the corrections field.

2018 to 2020 – Grassroots Strategist for **Prison Fellowship** (Lansdowne, Virginia). Managed the *Justice Ambassador* program for 24 states. Recruited, trained, and mobilized Christian believers to get involved in prison reform advocacy and legislation at the Federal and State levels. Helped get a bill passed in the Texas Legislature to remove felony discrimination from state licensures.

2015 to 2017 – Project Manager for the **Reentry First-Stop Center for Tarrant County** (Texas). Program design and implementation for a unique prisoner reentry welcome center. The project served over 60 clients a month with post-release services. Staff of five, managing a multi-stage process that helped returning citizens reintegrate into the community in a low-cost/high-return model, based on intensive resource coordination and coaching. This project was the winner of the **2017 Texas Governor's Award** for excellence in criminal justice programming and received commendations from the Texas State Senate and the Tarrant County Board of Commissioners. [www.TCreentry.org](http://www.TCreentry.org)

2015 – *Leading With Conviction Fellow* in the inaugural cohort of formerly incarcerated leaders in the USA sponsored by JustLeadershipUSA of New York City. Participated in elite training on reforming the criminal justice system. Was asked back in 2017 to be trained as a facilitator of this amazing program. [www.JLUSA.org](http://www.JLUSA.org)

2014 to 2015 – Development Consultant, **Mercy Heart** (Fort Worth, Texas), a faith-based ministry that has, since 1995, created church-based support groups for families of the incarcerated. Assisted with board development and fundraising strategies.

2013 to 2017 – Founder & President, **Strategic Reentry Group LLC**, a consulting firm specializing in prisoner reentry solutions. Innovative solutions for states, prisons, communities, and churches. Cutting-edge thinking on stopping recidivism and transforming urban communities. Spoke at several national and regional conferences.

2012 to 2016 – Project Consultant, **Tarrant County Reentry Coalition** (Fort Worth, Texas area), which consists of over 35 agencies, organizations, and ministries collaborating to create a comprehensive reentry network for one of the top reentry counties in the nation.

2010, 2012 – Executive Director, **Oklahoma Partnership for Successful Reentry**. Implemented a statewide prisoner reentry network that included twelve county-level coalitions across the state.

2007-2012 – Founder and Executive Director, **Hope for the Hopeless, Inc.** Pioneer of the “Prisoner Reentry Orientation” curriculum. Led a team of volunteers in ministry to the poorest of the poor in urban Oklahoma City.

2006-2010 – Founder and Lead Consultant, **Forerunners Technology Group**. Provided clients with Web design and software development services.

1977-2005 – 29 years of successful computer consulting in a career that spanned major corporations and national and regional consulting firms. Expert computer programmer, database administrator, systems analyst, and project manager.

### **PUBLICATIONS – MAGAZINES & ESSAYS:**

*Special Essay on Reentry and Decarceration*. PERSPECTIVES: The Journal of the American Probation and Parole Association (APPA). Fall 2016.

*Second Chance or Second Class?: Why Some Employers Prefer Employees with a Background*. Published via LinkedIn, December 2016.

### **PUBLICATIONS – BOOKS:**

*Purposeful Neighboring: Creating Reentry-Ready Communities*. Self-published ebook. 2013. Now hosted by the National Institute for Corrections Library.

*Ministry as Art: Help for Frustrated Ministry Leaders*. Self-published e-book. 2010.

*Redeeming the Land: Introduction to Grass Farming*. Dare2Dream Books. ISBN 978-0-9779692-1-0. 2009.

*The World Feeder Grower’s Handbook*. Agricultural Enterprises Corporation. 1999. (Out of print)

*The Year 2000 Compliance Program Manager's Handbook*. Self-published e-book. 1998.

### **RELEVANT COMMITTEES AND PROFESSIONAL ACTIVITIES:**

2015 to 2017 – Project Safe Neighborhood Task Force (City of Fort Worth); also led the Reentry Committee.

2015 to 2017 – Tarrant Cares Board of Governance Committee, Reentry Directory.

2013, 2014 – Guest lecturer, “Reentry 101,” University of Central Oklahoma.

2013 to 2016 – Blogger at [www.AllThingsReentry.com](http://www.AllThingsReentry.com).

2013 to 2015 – Charter Member, Oklahoma Public Safety/Justice Policy Council.

2011 – Committee Chair, Discharge Planning, Oklahoma City Coalition for the Needy.

Conference Convener and Moderator for the following symposiums in the *Oklahoma Prisoner Reentry Initiative* series:

- September 2012 - *Sex Offender Reentry*
- July 2010 - *The Generational Curse: Intergenerational Incarceration*
- April 2010 - *Reality Check: What Works and What Doesn't in Community-Based Sex Offender Management*
- July 2009 – *Children & Families* (moderator only)

### **PAPERS PRESENTED, WORKSHOPS, AND PARTICIPATION ON PANELS:**

*The Roadmap to Jail Transformation* workshop. Jail Resource Day Conference. Little Rock, Arkansas. March 2020.

*Outrageous Justice: Empowering the Church to Advocate for Reform*. No Need Among You National Conference. Texas Christian Community Development Network. Waco, TX. October 2018.

*Community Restored: Roadmap to Lasting Felon Reintegration*. No Need Among You National Conference. Texas Christian Community Development Network. Houston, TX. November 2017.

*The Reentry First-Stop Center for Tarrant County*. Keynote presentation for the Tarrant County Homeless Coalition's *Continuum of Care* conference, Fort Worth, Texas. May 2017.

*Community Restored: Roadmap to Lasting Felon Reintegration*. Correctional Ministries and Chaplains Association (CMCA) National Conference. Philadelphia, PA. May 2017.

*The Reentry First-Stop Center for Tarrant County*. Keynote presentation for the Interagency Working Group, Fort Worth, Texas. February 2017.

*Advanced Topics in Reentry.* Workshop at *The Vision Summit* national reentry conference, hosted by the Travis County (Austin, Texas) Sheriff's Office, November 2016.

*Estimating the Impact of a Reentry Welcome Center.* Correctional Ministries and Chaplains Association (CMCA) National Conference. Atlanta, GA. May 2016.

*Estimating the Impact of a Reentry Welcome Center.* *The Vision Summit* national reentry conference, hosted by Travis County Texas Sheriff's Office, November 2015.

*Employment Strategies for People with a Background.* Catholic Charities of Fort Worth staff training. June 2015.

*Advanced Topics in Reentry.* Missouri Department of Mental Health's *2015 Spring Training Institute.* Osage Beach, Missouri. May 2015.

*Tarrant County Reentry Coalition: Moving Toward the Reentry Management Office; Advanced Topics in Reentry;* and *Complex Factors in Geriatric Prisoner Community Reentry* (three workshops). 2014 VISION SUMMIT: Looking Toward the Future of Reentry. A national conference hosted by Travis County, Texas Sheriff's Office. November 2014.

*Complex Factors in Geriatric Prisoner Community Reentry.* Senate Interim Study on Aging Prisoners, hosted by Senator Wayne Shaw (R-Grove). Oklahoma Senate, Oklahoma City, Oklahoma. October 2014.

*National Perspective on Reentry.* Tarrant County Community Partnership Council. Fort Worth, Texas. October 2014.

*Employment Strategies for Ex-Offenders.* Oklahoma CareerTech 2014 Summer Conference. Tulsa, Oklahoma. July 2014.

*Complex Factors in Geriatric Prisoner Community Reentry.* Summer Geriatric Institute. Oklahoma City, Oklahoma. July 2014.

*Fundraising for Controversial Causes.* 2014 National RSOL Conference. Dallas, Texas. July 2014.

*Purposeful Neighboring: Creating Reentry-Ready Communities.* Correctional Ministries and Chaplains Association (CMCA) National Conference. Wheaton, Illinois. May 2014.

*The Framework for Reentry Reformation.* Mental Health in Corrections Conference: Upsetting the Status Quo – New Perspectives on Corrections, Reentry & Recidivism. Springfield, Missouri. April 2014. Plenary speaker.

*Sex Offender Reentry.* Texas Voices for Reason and Justice Annual Conference: United for Reform. Dallas, Texas. February 2014.

*Sex Offender Reentry* and *The Art of Ministry* (two workshops). Coalition of Prison Evangelists (COPE) International Conference. Fort Worth, Texas. October 2013.

*Sex Offenders in Recovery: Solving the Housing Conundrum.* Zarrow Foundation's National Mental Health Conference: From Housing to Recovery. Tulsa, Oklahoma. September 2012.

*Fundraising: New Mindset for the 21st Century.* Cross Timbers Fine Arts Council's "Eastland Nonprofit Gathering". Eastland, Texas. May 2012.

*Barriers and Bridges: Reframing Your Corporate Culture.* A community-wide symposium on hiring ex-offenders, for the Human Resources professionals in our area. HIRE (Help in Reaching Employment)/Moore-Norman Technology Center and many other partner organizations. Moore, Oklahoma. August 2011. Conference planning committee and workshop presenter.

### **CERTIFICATIONS:**

*Certified Justice Advocate.* Volunteer for *Prison Fellowship's* National Advocacy Campaign, representing Texas. Received training and certificate in 2018.

*Certified C.O.P.E. Facilitator.* C.O.P.E. is the "Cost of Poverty Experience," a poverty simulation developed by Think Tank, Inc. in Springfield, Ohio. Specially trained to facilitate the "prisoner reentry" version of the simulation event. 2014.

*Certified Federal Grant Writer* since 2005. Numerous major grant applications written, including program design, project management, complex budgets, partnership management, and technical writing.

### **PROFESSIONAL MEMBERSHIPS & AFFILIATIONS:**

2021-2023 – Texas Jail Association

2021-2023 – American Jail Association

2015-2017 – JustLeadership USA

2014-2017 – Correctional Ministries & Chaplains Association

2013-2016 – Association of Reentry Professionals

2008-2012 – Oklahoma Partnership for Successful Reentry

### **PRESENTATIONS:**

An accomplished public speaker and trainer, Steve has presented for: the Arkansas Jail Resource Day 2020 Conference (keynote) and again in 2021 and 2022 (workshops), Texas Community Development Network, Travis County Sheriff's Office Annual National Summit on Reentry, Oklahoma CareerTech's Statewide Annual Conference, the Summer Geriatric Institute, Burrell Institute, University of Central Oklahoma, Correctional Ministries and Chaplains Association, Association of Reentry Professionals, Oklahoma Partnership for Successful Reentry, Zarrow Foundation, Texas

Voices for Reason and Justice, Coalition of Prison Evangelists, Oklahoma Coalition for Sex Offender Management, Tarrant County Reentry Coalition, Northeast Oklahoma Reentry Coalition, Kay County Reentry Coalition, Tarrant County Spiritual Care Network, Missouri Department of Mental Health, and Catholic Charities of Fort Worth.

### **COMMUNITY INVOLVEMENT:**

Chair of Reentry Sub-Committee, *Project Safe Neighborhood Steering Committee*, Fort Worth Texas, 2015 to 2017.

Chair of the Employment Committee, *Association of Reentry Professionals*, 2015.

Chair of the Advisory Board, *New Name Ministries*, 2013 to 2016.

Advisor to the Board of Directors, *Tarrant County Reentry Coalition*, 2013 to 2017.

Chair of the Housing Committee, *Tarrant County Reentry Coalition*, 2013 to 2016.

### **ACADEMIC RESEARCH & DEVELOPMENT:**

- ***The RIO System Model*** – a complete prisoner reentry re-engineering approach for state departments of corrections (2012).
- ***The Framework for Reentry Reformation*** – a methodology for implementing a reformation in prisoner reentry solutions, shifting the overall focus from corrections to the community (2013-2018).
- ***The Reentry Lifeskills Academy*** – a free online resource that provided extensive life skills training to formerly incarcerated adults and their family members seeking to break the cycle of crime (2015-2018).
- Creator of the ***Second Chance Employment Toolkit***, a website that contained a wide variety of tools and techniques to help those with a criminal background overcome barriers to gainful employment (2016).
- Developer of the ***Life Skills Taxonomy***, a comprehensive table of life skills, divided into “remedial,” “basic,” and advanced. Over 70 unique life skills are documented.